

Notice of Prescription Drug Creditable Coverage Wisconsin Laborers' Health Fund

Important Information about Your Prescription Drug Benefits and Medicare Prescription Drug Coverage

This Notice has information about:

- Medicare Prescription Drug Coverage that is available to everyone with Medicare.
- How the Wisconsin Laborers' Health Fund's existing prescription drug benefits are, on average for all active and retired Plan participants and their dependents, at least as good as standard Medicare Prescription Drug Coverage.
- What your choices are and what happens to your coverage under the Wisconsin Laborers' Health Fund if you elect Medicare Prescription Drug Coverage.
- Where to find more information to help you make decisions about your prescription drug coverage.

The Wisconsin Laborers' Health Fund provides prescription drug coverage for all participants. You do **not** need to enroll for Medicare Prescription Drug Coverage since you have creditable coverage available under the Wisconsin Laborers' Health Fund.

This Notice explains the options you have under Medicare Prescription Drug Coverage and can help you decide if you want to enroll. Please read this Notice carefully and keep it in a safe place for future reference.

Medicare Prescription Drug Coverage

Medicare Prescription Drug Coverage is available to anyone with Medicare. Most people must pay a monthly premium for Medicare Prescription Drug Coverage. For people with limited resources, extra help paying for Medicare Prescription Drug Coverage is available. Medicare Prescription Drug Coverage is insurance provided by private companies that have been approved by Medicare. Medicare Prescription Drug Coverage is available through Medicare Advantage (like an HMO or PPO) and Medicare Prescription Drug Plans.

All Medicare plans provide at least a standard level of coverage as set by Medicare. Some Medicare plans offer better coverage for a higher monthly premium.

Individuals entitled to Medicare Part A or enrolled in Medicare Part B can enroll for Medicare Prescription Drug Coverage when they first become eligible for Medicare and each year from October 15th through December 7th. If a Medicare eligible individual loses or drops prescription drug coverage under the Wisconsin Laborers' Health Fund, the individual may be eligible for a two (2) month Special Enrollment Period to sign up for Medicare Prescription Drug Coverage. More detailed information about Special Enrollment Periods can be found in the *Medicare & You* booklet sent to Medicare eligible individuals each fall.

Existing Coverage as Good as Standard Medicare Prescription Drug Coverage

The Wisconsin Laborers' Health Fund has determined that the Plan's existing prescription drug benefits are "creditable coverage," which means coverage under the Wisconsin Laborers' Health Fund is, on average, expected to pay as much (or more in some cases) in claims for all participants as standard Medicare Prescription Drug Coverage.

Because your current prescription drug benefits under the Wisconsin Laborers' Health Fund are, on average, as good as Medicare standard coverage, you can choose to stay covered under the Wisconsin Laborers' Health Fund and join a Medicare plan later and not be subject to higher premiums.

Keep this Notice. If you enroll for Medicare Prescription Drug Coverage, you will need a copy of this Notice when you enroll. This Notice verifies that you have creditable coverage and that you are not required to pay the higher premium penalty.

Your Choices and the Consequences

You should compare your current coverage, including which medications are covered, with the coverage and cost of the Medicare plans in your area.

If you do not enroll for Medicare Prescription Drug Coverage, you will continue to receive prescription drug benefits under the Wisconsin Laborers' Health Fund (as long as you are otherwise eligible to continue Plan coverage). Remember that the Wisconsin Laborers' Health Fund also provides medical and other benefits, in addition to prescription drug benefits. You will continue to receive all current benefits for which you are eligible.

- **Active Participants and Their Dependents:** If you are an active participant or the dependent of an active participant and enroll for Medicare Prescription Drug Coverage, you will continue to be eligible for the Fund’s prescription drug benefits. However, your prescription drug benefits will be coordinated with Medicare if you enroll.
- **Retirees and Their Dependents:** If you are a retiree or dependent of a retiree and are eligible and enroll for Medicare Prescription Drug Coverage, you will **no longer** receive prescription drug benefits under the Wisconsin Laborers’ Health Fund. You will continue to be eligible to receive medical benefits under the Wisconsin Laborers’ Health Fund. However, your monthly self-payments for coverage under the Wisconsin Laborers’ Health Fund will not change as a result of not receiving prescription drug benefits under the Fund. Also, remember that for most people there is a monthly premium for Medicare Prescription Drug Coverage.

If you or your dependents enroll for Medicare Prescription Drug Coverage, lose Wisconsin Laborers’ Health Fund prescription drug benefits, and later decide to drop Medicare Prescription Drug Coverage, you will be given a one-time opportunity to re-enroll for the Fund’s prescription drug benefits. Contact the Fund Office for more information.

If you drop *all* coverage under the Fund, enroll for Medicare Prescription Drug Coverage, and later drop Medicare coverage, retiree coverage under the Wisconsin Laborers’ Health Fund **cannot** be reinstated because once retiree coverage ends, it may not be reinstated unless you return to work and satisfy the eligibility requirements for active coverage.

Note to Medicare-Eligible Individuals: If you drop or lose your coverage under the Wisconsin Laborers’ Health Fund and do not enroll for Medicare Prescription Drug Coverage after your current coverage ends, you may pay more for Medicare Prescription Drug Coverage later. If you go 63 days or longer without prescription drug coverage that is at least as good as Medicare Prescription Drug Coverage, your monthly premium for Medicare Prescription Drug Coverage will increase. The increase will be at least 1% per month for every month that you were eligible but did not have coverage. For example, if you go 19 months without coverage, your monthly premium penalty will always be at least 19% higher than what most other people pay. You will have to pay this higher premium penalty as long as you have Medicare Prescription Drug Coverage. In addition, you may have to wait until the next open enrollment period (October 15th through December 7th each year) to enroll.

For More Information about Medicare Prescription Drug Coverage

More detailed information about Medicare plans that offer Prescription Drug Coverage is available in the *Medicare & You* handbook that Medicare publishes each fall and sends to Medicare beneficiaries. You may also be contacted directly by Medicare Prescription Drug Plans. You can also get more information about Medicare Prescription Drug Coverage from the following resources:

- Visit www.medicare.gov for personalized help.
- Call your State Health Insurance Assistance Program (the telephone number is included in the *Medicare & You* handbook).
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited resources, extra help paying for Medicare Prescription Drug Coverage is available. Additional information is available from the Social Security Administration by:

- Visiting www.socialsecurity.gov.
- Calling 1-800-772-1213 (TTY users should call 1-800-325-0778).

For More Information About this Notice or the Health Fund’s Prescription Drug Benefits

If you have any questions about this Notice or would like more information about your prescription drug benefits under the Wisconsin Laborers’ Health Fund, please call the Fund Office.

In the future, the Wisconsin Laborers’ Health Fund will periodically send you an updated copy of this Notice for your records. You also may request a copy of this Notice at any time by contacting the Fund Office.

Date: October 2023
Contact: Fund Office

Entity/Sender: Wisconsin Laborers’ Health Fund
Address: 4633 Liuna Way, Suite 201, DeForest, Wisconsin 53532-2514
Telephone Number: 1-608-842-9101 or 1-800-397-3373

Benefits under the Wisconsin Laborers’ Health Fund are not vested or guaranteed. Full details of the Wisconsin Laborers’ Health Fund are contained in the documents that establish the Plan provisions. If there is a discrepancy between the wording here and the documents that establish the Plan, the document language will govern. The Trustees reserve the right to amend, modify, or discontinue all or part of the Plan at any time.